ANG First Sergeant Functional Manager Update

CMSgt Allen Usry

Leading the Air National Guard into the Future

Operationalizing "VANGUARD"

U.S. AIR FORCE

Overview

- Overall Direction
- AFI 36-2113
- Web Page
- Warrior Network
- SMSgt Upgrades

U.S. AIR FORCE

Overall Direction

AIR NATIONAL GUARD

- **History**
- **Unit Level Leader, Wing Level Program**
- **Special Duty**
  - Career Broadening Position
  - Developmental in Nature
  - Force Management
- **The position provides an opportunity for Commanders to mold the future of their unit**

U.S. AIR FORCE

AFI 36-2113

AIR NATIONAL GUARD

- **Term Limits**
  - "No less than three years from date of assignment and no more than 6 years from date of graduation"
  - No Grandfathering
  - Waiver Requests
  - Overgrades and Excess Codes
    - By exception
    - Overgrades possible for DSG, Tech, AGR
    - Excess possible for DSG
    - 2 Year limit for overgrades and excess
    - No overgrades in the first sergeant position except through EPP

U.S. AIR FORCE

AFI 36-2113

- **PME Requirement**
  - Must agree to complete SNCOA in-residence or by correspondence within 3 years from date of assignment
- **Supports Overall direction by ensuring that first sergeants are eligible for promotion**

U.S. AIR FORCE

AFI 36-2113

- **Overlap**
  - Begin selection process 4-5 months prior to appointment to allow 2-3 months overlap
  - May not acquire a school request until the member is the sole occupant of the position

U.S. AIR FORCE

AFI 36-2113

AIR NATIONAL GUARD

- **Boarding of SMSgt Positions**
  - SMSgt positions denote that the member has experience as a first sergeant
  - SMSgt positions must be boarded to existing 8F000's
  - "May" be boarded to former first sergeants
  - 4 year term from date of assignment
  - AGR's and Technicians are still restricted to a maximum term of no more than 6 years
  - Board process – similar with minor differences

AFI 36-2113

- **Additional Duty First Sergeants**
  - NOT AUTHORIZED WITHIN THE WING
  - Authorized at CST's, State Headquarters & GSUs that do not have an 8F000 authorization

U.S. AIR FORCE

AFI 36-2113

AIR NATIONAL GUARD

- **Board Process**
  - HRA included
  - Prioritized Listing
- **Logistical Support**
- **Removal for Failure to Complete PME**
- **CCM Duties**
  - Trip Reports
  - State CCM Responsible for State Program

U.S. AIR FORCE

AFI 36-2113 / Web Page

AIR NATIONAL GUARD

- **Continuing Education (Home Station Training)**
  - Result of U&TW Process
  - Included in re-write of AFI 36-2113
  - Included as an attachment to AFI 36-2113
  - Specific to Component
  - CCM Program
  - Documentation
  - Flexibility

The ANG

FIRST SERGEANT

HOME STATION CONTINUING EDUCATION PAGE

(This Page and subordinate pages are under construction)

Section One - First Sergeant Fundamental Tasks and Responsibilities

Section Two - Maintenance of Discipline

Section Three - Support Agencies

Section Four - Administration / Personnel Programs

Section Five - Contingency Operations

The ANG

FIRST SERGEANT

HOME STATION CONTINUING EDUCATION PAGE

SECTION ONE

First Sergeant Fundamental Tasks and Responsibilities
1.1 Stress Management
1.2 Time Management
1.3 Understand Roles and Responsibilities of the First Sergeant
1.3.1 First Sergeant Council
1.3.2 Commander / First Sergeant Relationship
1.4 Dress and Personal Appearance
1.5 Drill and Ceremonies
1.6 History of the First Sergeant
1.7 Personal Values

Section One Test

SECTION ONE

1.3 Understand Roles and Responsibilities of the First Sergeant.

The purpose of item 1.3 is to re-emphasize and expand the first sergeant's understanding of his or her role as taught in the USAF First Sergeant Academy. Read or view the below products and then answer the knowledge level questions which are based on the following samples of behavior.

Cognitive Objective: The objective of this section is for each student to know the scope of responsibilities of a first sergeant.

Samples of Behavior:

1. Know the types of duties that a first sergeant is responsible for.
2. Distinguish between appropriate and inappropriate duties for a first sergeant.

Role of the First Sergeant Power Point

Role of the First Sergeant Power Point Notes

Suggested Reading:

1. Role of the First Sergeant: From the ANG Commanders Legal Deskbook Set
2. AFI 36-2113, *The First Sergeant*, Chapter One
3. AFMAN 36-2108, *Airman Classification Guide*, Attachment 5 8F000

Upon completing Section One the student will answer the following questions to assess their knowledge of the covered subject matter. A score of over 70% is considered passing and will prompt a screen which will identify the student as having a passing score. With the concurrence of your CCM, this page may be used to confirm that you have passed Section one of the Home Station Training as outlined in the upcoming re-write of AFI 36-2113.

1. Prior to 1960, first sergeants competed for promotion against airmen from which specialty (Ref: Item 1.6):

   a. Military Training Instructors
   b. First Sergeants
   c. Personnelists

2. The earliest known use of the diamond as an insignia device was (Ref: Item 1.6):

   a. 1947
   b. 1847
   c. 1776

3. The primary function of the first sergeant is to provide (Ref: Item 1.3):

   a. sound advice to the commander on a wide variety of operational and personnel issues.
   b. the commander with a mission ready force.
   c. fair and equitable application of discipline.

4. The First Sergeant is responsible for conducting which of the following programs (Ref: Item 1.3):

   a. Ancillary Training & Family Care
   b. Ancillary Training & Unit Orientation
   c. Unit Orientation & Family Care

U.S. AIR FORCE

Web Page

- Continuing Education
- Continuity Book
- CCM Program Manager Page
- Academy Products

ANG

FIRST SERGEANT

Continuity Book

- Program Management
- Inspection Checklists
- Special Duty Pay
- Personnel Updates
- ANG Fitness Program
- Family Care
- Miscellaneous Products
- Letter Writing Guide

Program Management

- 1st Sgt Assignments & Grade Policy
- Interim Guidance - 1st Sgt Assignments
- Point Paper - AFI 36-2113
- Role of the First Sergeant Article
- Role of the First Sergeant Power Point
- CCM Pamphlet - Functional Mgr for 1st Sgts
- Wear of the Diamond While Deployed
- 1st Sgt Review of Decorations
- 1st Sgt Wear of Security Forces Beret
- 1st Sgt Self Inspection Checklist
- ANGPD 90-800 1st Sgt C&SRL
- 2004 WWD CCM Presentation
- 2004 WWD CCM Presentation Notes
- Pre & Post Board Checklist

Inspection Checklists

Special Duty Pay

Personnel Updates

ANG Fitness Program

The ANG

FIRST SERGEANT

PROGRAM MANAGEMENT

U.S. AIR FORCE

Warrior Network

AIR NATIONAL GUARD

- **Functional Manager Update broadcast on 12 August at 1230 EST.**
- **Role of the First Sergeant to be broadcast in September**

** Broadcasts are a result of your feedback from the U&TW*

U.S. AIR FORCE

SMSgt Upgrades

AIR NATIONAL GUARD

- **Purpose:**
  - Improve Program Management
    - Unit level leader, Wing level program
  - Retain possible experience loss resulting from term limits
  - Provide upward mobility for existing First Sergeants
  - Increase opportunities for DSGs without excluding full-time personnel

U.S. AIR FORCE

SMSgt Upgrades

AIR NATIONAL GUARD

- **Priorities:**
  - Implement in a manner that supports the overall direction of the first sergeant program (boarding the position, providing experience to the Wing CC / CCM, etc).

- **Note: Upgrades are based on "Level of Command" manpower variance. Therefore MUST be assigned to Wing HQ.**

U.S. AIR FORCE

SMSgt Upgrades

AIR NATIONAL GUARD

- **Priorities:**
  - Involve State CCMs in the decision making process and through them involve other components of the state leadership (Wing CCs / CCMs, State HQ, etc)

U.S. AIR FORCE

SMSgt Upgrades

AIR NATIONAL GUARD

- **Priorities**
  - Because we do not have enough upgrades, distribute in a manner that benefits as many states as possible

U.S. AIR FORCE

SMSgt Upgrades

AIR NATIONAL GUARD

- Guidelines / Observations:
  - Total Available SMSgt Upgrades: 33
  - Start with States that can implement in a manner supporting the program direction (must be able to board the position) and do not already have a SMSgt position.
    - (50% of the council should be promotable)

U.S. AIR FORCE

SMSgt Upgrades

AIR NATIONAL GUARD

- Guidelines / Observations:
  - Let CCM's attempt to get there Wings over 50% for the 7 remaining slots (1st come, first serve)

U.S. AIR FORCE

SMSgt Upgrades

AIR NATIONAL GUARD

- Guidelines / Observations:
  - Redistribute any unexecuted upgrades to units with unique mission requirements and to states with more than one Wing

U.S. AIR FORCE

Potential Upgrades

AIR NATIONAL GUARD

- **Alabama, Arkansas, California, DC, Florida, Georgia, Illinois, Indiana, Massachusetts, Michigan, Missouri, Mississippi, Montana, North Carolina**

U.S. AIR FORCE

Potential Upgrades

AIR NATIONAL GUARD

- **Nebraska, New Hampshire, New Mexico, Oregon, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, Wisconsin, West Virginia, Wyoming,**

U.S. AIR FORCE

SMSgt Upgrades

AIR NATIONAL GUARD

- **CMSgt Allen Usry –**

  ANG First Sergeant Functional Manager DSN 596-3098
- **SMSgt Gary Thompson –**

  ANG Course Director DSN 596-3481
- **SMSgt Joan Peters –**

  Functional Area Manager (FAM) (But not for long)

YOUR GUARDIANS OF FREEDOM
Ready Reliable Relevant
AIR NATIONAL GUARD
AIR NATIONAL GUARD
"Now More Than Ever!"